

**RACHEL J. GOEDKEN, J.D.**

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**EDUCATION**

J.D., William Mitchell College of Law, St. Paul, Minnesota

M.S. Industrial Relations, University of Wisconsin-Madison

B.S. Psychology, Iowa State University, Ames, Iowa

**WORK EXPERIENCE**

**Creighton University School of Law, Omaha, Nebraska**

**2010-present**

Director, Werner Institute for Negotiation & Conflict Resolution, 2020-present

- Responsible for developing and overseeing J.D. programming for nonlitigation dispute resolution, including negotiation, mediation, and arbitration
- Courses taught: Alternative Dispute Resolution, Arbitration Advocacy, Mediation Process (state-approved trainer for basic mediation training)

Senior Associate Dean for Academic Affairs, 2017-2019

Assistant Professor of Law, 2011-present

- Courses taught: Legal Research & Writing I, II, III, Commercial Contract Drafting
- Academic coach for Mediation, ABA Arbitration, Baseball Salary Arbitration, and Client Counseling teams

Adjunct Instructor, 2010-2011

**Independent Professional Services**

Labor and Employment Arbitrator and Mediator

**2012-present**

- Available for virtual hearings and in-person hearings
- Admitted to American Arbitration Association's National Roster of Employment Arbitrators
- Admitted to CPR's Employment Dispute Panel-Midwest and Mass Claims Employment Panel
- Admitted to Federal Mediation and Conciliation Services Labor Arbitrator Roster
- Ad hoc arbitrator and mediator for Iowa's Public Employment Relations Board, 2012-present. Biography at <https://iowaperb.iowa.gov/arbitrator/rachel-goedken>
- In 2012, interned with experienced labor arbitrator, attended hearings and drafted interest arbitration awards on wages, health insurance, tuition reimbursement, and vacation issues in police and sheriff contracts
- Since 2012, issued grievance arbitration awards on discipline and discharge, management rights, past practice, and wage and hour issues arising from clerical and public works employee contracts
- Sole mediator for collective bargaining impasse mediations arising from disputes regarding wages, insurance, seniority, travel time, performance, hours, responsibilities, and other work rules in teacher contracts
- Presentations: "Advocacy Before PERB: Effective Legal Writing," 2012 Iowa PERB Conference; "You Be the Arbitrator," 2014 Iowa PERB Conference
- Dakota County Personnel Board of Appeals, Apple Valley, Minnesota, 2000-2001  
Member of three-person panel responsible for hearing appeals filed by non-union Dakota County employees (contesting discipline or discharge) and providing the County Board with an impartial analysis of the facts presented during the hearing.

Provided appellate arbitration services for Union Pacific Railroad, Omaha, NE

**2008-2012**

- Drafted briefs for submission to National Railroad Adjustment Board in arbitrations arising from discipline, discharge, attendance, fitness for duty, sexual harassment, age discrimination, job performance, leave, and work assignment

**MidAmerican Energy Company, Des Moines, Iowa****2002-2006**

Director, Employee, Labor Relations &amp; HR Compliance

- Managed team of employee and labor relations representatives for utility with 3,500 employees, approximately half represented by unions
- Oversaw handling of all grievances, contract negotiation and administration; provided advice to management on discipline and termination, investigations of EEO, wage and hour, and other employee complaints
- Chief negotiator for contract negotiations with IBEW (multi-party CBA with two locals)
- Managed outside counsel handling arbitrations
- Introduced and implemented HR Self Audit, investigated internal EEO complaints, responded to agency complaints, and conducted employee training

**Lawyer (self-employed), St. Paul, Minnesota****2000-2002**

Conducted EEO investigations, consulted on arbitrations, and developed and delivered EEO/ diversity training for Northwest Airlines and MidAmerican Energy Company

**Northwest Airlines, St. Paul, Minnesota****1991-2000**

Labor Counsel, 1994-2000

- Arbitrated 100+ contract, discipline and discharge cases before System Board of Adjustment
- Investigated complaints of employee conduct, including drug and alcohol use and testing, attendance, theft, work performance, discrimination and harassment
- Advised and trained management on collective bargaining agreements as well as labor and employment issues, including Title VII, ADEA, ADA, Section 503 of the Rehabilitation Act, FMLA and USERRA
- Chief negotiator for company's contract negotiations with TWU
- Negotiated and drafted grievance settlements

Staff Counsel – Consent Decree, 1994

- Represented Northwest in consent decree claims process, resolving through trial or settlement claims of race discrimination in hiring, promotion and termination
- Responded to and resolved employment discrimination complaints (race, age, sex, disability, and veteran status) filed with state and federal agencies

Law Clerk, 1991-1994

- Provided research, arbitration and investigation support for 14 attorneys and managers

**Personnel Manager, Sinclair & Valentine, St. Paul, Minnesota****1988-1991**

Corporate position responsible for administration of personnel function for ink manufacturer with 37 union and non-union plants in 28 states; second chaired labor negotiations

**Personnel Supervisor, Yellow Freight System, Burnsville, Minnesota****1986-1988**

Generalist position responsible for developing personnel function at facility with 300 Teamster and 200 nonunion employees

**BAR ADMISSIONS**

Minnesota, U.S. District Court for the District of Minnesota, Iowa

**OTHER ACTIVITIES**

Volunteer judge and coach for Iowa State Bar Association-sponsored mock trial program

**2007-2012**

Board of Directors, Alzheimer's Association-Greater Iowa Chapter, Des Moines

**2004-2006**